



February 15, 2021

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Welcome to VDOF!

- ♦ VDOF would like to welcome Corey Richie, who has been selected as the agency's new Procurement Officer. Corey comes to us from the City of Charlottesville, where she worked as a buyer II. In addition, Corey worked in both accounting and purchasing positions for Augusta County, Fire and Rescue. Corey's first day is February 25 and we hope you will help welcome her by sending a note of encouragement.

It's a Boy!

- ◆ Congratulations to B.J. Butler and his wife, Lauren, on the birth of their new baby boy. Mason Cole Butler was born January 26, 2021 at 8:45 am, weighing 9 lbs. 3 oz. and was 20 ¾ inches. Everyone is doing well!

News You Can Use

Ordering Uniforms

- ◆ In efforts to streamline the uniform process and make things simpler for all involved, please email only the [Form 3.15 Receiving Report](#) to Chrissy Gough (christine.gough@dof.virginia.gov). Please do not send the packing slip or any emails related to the uniform order.
- ◆ If you are unable to scan for any reason, it is acceptable to just send an email to Chrissy verifying that everything listed on the Form 3.15 Receiving Report was received. If you have any questions, please reach out to [Chrissy](#) or [Ed Zimmer](#).

Project Updates

Policy and Procedure 3-3 Moving and Relocation

- ◆ [Policy and Procedure 3-3 Moving and Relocation](#) has been updated to reflect the change:
 - Tolls – Tolls paid during the move are reimbursable provided the name of the facility (road, bridge, tunnel) is provided. Receipt is required for claims greater than **\$20**.
- ◆ If you have any questions on these changes please contact [Fernanda Crandol](#).

Policy and Procedure 3-5 Personnel, Vehicle, Equipment, Services and Publication Rates

- ◆ [Policy and Procedure 3-5 Personnel, Vehicle, Equipment, Services and Publication Rates](#) has been updated to reflect the most current rates.
 - Personal Mileage rate changed from .575 to .56 and the moving and relocation rate changed from .17 to .16.
- ◆ If you have any questions on these changes please contact [Pam Gibson](#).

Policy and Procedure 8-1 Human Resources General Policies

- ◆ [Policy and Procedure 8-1, Human Resources General Policies](#) had a minor change in the Emergency Closing section under Office Closure Time to reflect:
 - Employees are expected to make every effort to telework when inclement weather forces the closure of their office.
- ◆ If you have any questions on these changes please contact [Hector Rivera](#)

Policy and Procedure 8-8 Dress Code and Uniforms

- ◆ [Policy and Procedure 8-8 Dress Code and Uniforms](#) has been updated to reflect:
 - VDOF shield logo is the only logo authorized to be worn when engaged in VDOF business or representing VDOF in any manner.
 - Black jackets and vests w/shield added to the components list.

- ◆ If you have any questions on these changes please contact [Hector Rivera](#).

News You Can Use

Conservation Reserve Program (CRP)

- ◆ For landowners who have property under the Conservation Reserve Program (CRP), there is a new forest management incentive program. Opened on January 19, it can provide financial incentive for a number of stand management practices on these projects. Todd Groh (forest resource management program coordinator) has distributed more detailed information to the regions, so check email for additional information.

Spotted Lanternfly Quarantine Expansion to Clarke & Warren Counties

- ◆ The spotted lanternfly quarantine, which currently includes the city of Winchester and Frederick County, is expanding to include Clarke and Warren counties. The spotted lanternfly is an invasive insect that feeds on many native plants and has the potential to cause significant economic and ecological damage.
- ◆ A permit is required to move regulated articles out of the quarantined area. Regulated articles include, but are not limited to: live or dead trees, outdoor industrial or construction materials, shipping containers, outdoor household articles, and any equipment or vehicles not stored indoors. Permits can be obtained from VDACS after completion of an online training course.
- ◆ More information about the quarantine and permit documents can be found here: <https://www.vdacs.virginia.gov/plant-industry-services.shtml>
- ◆ Anyone leaving the quarantine area should perform a self-inspection on your vehicle. Loggers and logging companies may find this checklist helpful: http://www.dof.virginia.gov/infopubs/forestry-topics/FT0050-Spotted-Lanternfly-Slow-The-Spread-2019-08_pub.pdf

Items of Note

COVID-19 Vaccination Efforts

- ◆ Currently seven Central Region employees are engaged in assisting the Virginia Department of Health and Virginia Department of Emergency Management with COVID-19 vaccination efforts:
 - Rodney Newlin (water quality engineer): COVA IMT
 - Zoë Sumrall (water quality specialist): Task Force Leader - Winchester site
 - Jordan Herring (senior area forester): Task Force Leader - Fairfax site
 - Chad Stover (regional fire specialist): Task Force Leader - Harrisonburg site
 - Jack Kauffman (forester specialist): Task Force Leader - Charlottesville site
 - Jon Willoughby (technician specialist): Task Force Leader - Lynchburg site
 - Pat Murphy (senior area forester): Task Force Leader - Farmville site

Black History Month Celebration (Feb 1 – Mar 1)

From the desk of VDOF's Chief Human Capital Officer Hector Rivera:

- ◆ Our nation's rich history hinges in an amalgamation of cultures since our proclamation of independence. The reality is that our growth as a nation for nearly 250 hundred years rests on this melting-pot of ideas, mores and cultures that makes the United States of America a great place.

- ◆ In the context of development, well-known scholars such as Samuel P. Huntington and Geert Hofstede spoke to the impact of globalization in societies; sharing in their visionary findings over 40 years ago that nation-states' growth and human growth necessitate a cultural sensitivity for a communal perspective – one in which intercultural cooperation is necessary for the survival of democracies.
- ◆ Most recently, my good friend/former boss, General Martin Dempsey, coined the term “Radical Inclusion” to confront leaders to create an environment of inclusion. Here are some tools he shared that can challenge us to strive for such an environment:
 - **Belonging isn't optional: give them memories.** If our followers or peers don't feel a sense of belonging, someone else will fill that void.
 - **Connect effort with meaning: make it matter.** We all want to make a difference, show your peers what it takes.
 - **Think about what you're not thinking about: learn to imagine.** An intentional effort to develop mindfulness and awareness (2017).
- ◆ Therefore, with the above information as foundation, let us approach this year's Black History Month Celebration (Feb 1 – Mar 1) with purposeful intention in a deliberate pattern of persistent learning and hands-on approach. I invite you to visit the following resources to identify opportunities near you that will aid in awareness and support personal growth while concurrently lessening one's unconscious biases. We encourage checking your local communities for opportunities to learn about **THE BLACK FAMILY: Representation, Identity, and Diversity.**
 - VIRGINIA GOVERNOR RALPH NORTHAM – PROCLAMATION
<https://www.governor.virginia.gov/newsroom/proclamations/proclamation/black-history-month.html>
<https://www.history.com/topics/black-history/black-history-month>
 - BLACK HISTORY EVENTS, CELEBRATIONS AND TOURS
<https://www.virginia.org/blackhistoryevents/>
<https://hamptonroads.myactivechild.com/blog/black-history-month-in-hampton-roads/>
<https://www.fxva.com/blog/post/african-american-history/>
<https://rvalibrary.org/shelf-respect/reading-recommendations/african-american-history-month/>
https://www.roanoke.edu/about/news/black_history_month
<https://www.vmfa.museum/calendar/events/black-history-month-2021/>
<https://www.chesterfield.gov/4256/Celebration-Events>

Last Week

State Forester

- ◆ Rob Farrell participated in interviews with the U.S. Endowment for Forests and Communities to select a consulting forester to serve as a contractor for the Mountain Valley Pipeline (MVP) forest enhancement mitigation funds. The chosen contractor will work under the guidance of the state forester, developing forest management projects on public lands in the MVP mitigation area.

Administration

- ◆ Behind the scenes work continues as we prepare for the construction bidding process on a number of sites for tractor sheds including Hanover, Tazewell, and the Town of Stuart.

Forestland Conservation

- ◆ The utilization & marketing staff participated in a three-day, 2021 National Timber Products Output (TPO) User Group Meeting. The meeting covered topics related to new website design and changes/updates to the TPO program for 2021.
- ◆ Lara Johnson (urban & community forestry [U&CF] program manager) and Eli Podyma (community forester) assisted with an inventory of vacant tree wells in the Jackson Ward neighborhood in the City of Richmond.
- ◆ Joe Lehnen (urban wood utilization forester) partnered with the urban & community forestry group in a meeting with Fairfax County to help them develop and expand their urban wood program. Fairfax has been examining ways to utilize their wood resources and waste.
- ◆ Rachel Harris (utilization & marketing specialist) has been exploring workforce development programs with several Community College programs across the Commonwealth. Rachel has been researching information on the process and gathering information from Blue Ridge, Piedmont Virginia, Dabney Lancaster community colleges to ascertain their level of interest and potential partnerships to deliver vocational programs addressing harvesting, sawmill operation and associated support industries.
- ◆ Terry Lasher (assistant state forester) and Karl Didier (forestland conservation program manager) attended the Land and Water Conservation Fund meeting. The meeting was to discuss the ranking and batching of projects in Virginia that are to utilize funds for outdoor recreation improvements.
- ◆ Terry Lasher and Rachel Harris attended a meeting with our partners at the Virginia Economic Development Partnership and the Virginia Department of Agriculture and Consumer Services (VDACS) to discuss Virginia's approach and progress with the Cross Laminated Timber (CLT) market. The group charted out a next-steps approach and a strategic process for moving forward in 2021.
- ◆ Terry Lasher and Karl Didier attended the Virginia Land Conservation Foundation quarterly meeting. At the meeting Karl introduced himself to the Foundation and member organizations and Terry presented the winning project submission under the "Forestland Preservation" category. The winning project was an acquisition by the Virginia Department of Wildlife Resources on the Eastern Shore comprising approximately 8,000 acres for a new Wildlife Management Area.

Forest Resource Management

- ◆ Forest Inventory and Analysis crews have completed nearly 24 percent the current panel of plots, and these have been transmitted to the USDA Forest Service.
- ◆ Lori Chamberlin (forest health program manager) and Katlin DeWitt (forest health specialist) held a virtual training for forest health liaisons and community foresters to discuss procedures for spotted lanternfly egg mass surveys. These surveys will take place at high-risk areas throughout Virginia this winter and will support the statewide survey effort coordinated by VDACS. This work is funded by USDA-Animal and Plant Health Inspection Service (APHIS) Plant Protection Act money that was awarded to VDACS and passed through to VDOF.
- ◆ Lori Chamberlin participated in the Kentucky Forest Health Conference on February 5 and spoke about goat grazing to remove invasive plants. This technique has been utilized at Lesesne and Paul State Forests. The meeting was virtual and attended by more than 300 participants.

Agency Lands

- ◆ Ones Bitoki (tree improvement forester) received word from Southern Seed Company that the processing and cleaning of seeds from our fall 2020 harvest has been completed. In summary, the

projected seedling production from this effort is as follows: CP: 1,709,300; Virginia Best: 25,040,500; elite: 25,182,000; rust resistant lots: 1,284,750; eastern white pine: 4,902,500; shortleaf pine: 224,000.

- ◆ As of February 5, Garland Gray Forestry Center had lifted and graded 8,228,621 loblolly pine seedlings, or 32% of the expected inventory of seedlings for the season. Thus far, planting has been slow and only 1.2 million seedlings have been picked up by contractors.
- ◆ Jerre Creighton (research program manager) visited potential demonstration sites for silvicultural activities related to VDOF's hardwood initiative at First Mountain State Forest (FMSF) and Paul State Forest (PSF) with Matt Wolanski (senior area forester) and Cumberland State Forest (CSF) with Shannon Lewis (forest management forester). The most likely initial demonstrations are a crop tree release at FMSF and either a pine stand conversion or a tsi / thin from below at CSF.
- ◆ Pine Planting contract for State-Owned Lands & State Forest Planting is being awarded to S&S Locators/Reforestation from Victoria Virginia.
- ◆ The College of William & Mary Ash Lawn Highlands Timber Sale was sold to R&J Flint Logging.
- ◆ Zach Olinger (forest management & education specialist) participated in a conference call with Dean Cumbia (director of forest resource management), Ed Stoots (state lands coordinator) and Nick Biemiller of the Ruffed Grouse Society about potential collaboration on hardwood management/habitat development on State Forest or State-Owned lands in Southwest Virginia, primarily the Channels State Forest.
- ◆ Shannon Lewis met with two Master Naturalists who plan to use our vernal pools for sampling this year on the Cumberland State Forest. They are also working with Ellen Powell.
- ◆ Zach Olinger participated in a virtual meeting with David Carter at Virginia Tech concerning white pine grant proposals.
- ◆ Dennis Gaston (state forests forester) met with the DWR and Pocahontas State Park about potential timber sales with VDOF handling the sales for them. Dennis also met with DCR Natural Heritage to discuss cruising requests from them on several properties in Eastern Virginia. Agreements to be drafted by Ed Stoots for the assistance.
- ◆ Zach Olinger and David Tompkins (forest technician) removed four hazard trees from the roadside at Bourassa State Forest.

Central Region

- ◆ Bill Perry (forester specialist), Kyle Manning (forest technician) and Darwin Rhodes (forest technician) participated in a work day to remove hazardous ash trees at Camp Kum-Bah-Yah in Lynchburg. Their efforts combined with three local tree care companies helped to remove a pile of hazard trees around the buildings and trails of the 40+ acre camp. Camp Kum-Bah-Yah prides itself in providing positive outdoor experiences for everybody. They will not turn any campers away regardless of their ability to pay. Obviously, the camp had not had the best year and are pretty cash strapped. The combined efforts of those who came helped to save the camp many thousands of dollars in removal services and made the grounds much safer for the campers and the public. Michelle Stolle (director of public information) joined the group to take photos/videos and capture information about the property for a Field Notes post: [Restoring Canopy at Camp Kum-Ba-Yah](#)
- ◆ Jim McGlone (urban forest conservationist) was the featured expert in the Plant Northern Virginia (NOVA) Natives campaign and spoke to approximately 60 people about "Tree Selection and Planting." Jim made the case for planting smaller specimens, which data show leads to better urban trees. He again promoted the Northern Virginia Soil and Water Conservation District (NVSWCD)

seedling sale and warned that it would sell out quickly. The sale opened the next morning and sold all 800 packages by 10:50 a.m.

- ◆ Jim McGlone attended a subcommittee of the Washington Council of Government Regional Tree Canopy Subcommittee. This group has produced a “cookbook” for urban forest management ordinances. They are currently working on recommendations for regional and local tree canopy goals for different land uses. They are also working on recommendations on tree planting programs for local governments. The latter recommendations will help achieve Phase III Watershed Implementation Plan (WIP III) tree planting goals.
- ◆ Jim McGlone did a live Q&A on soils for the Arlington Master Gardeners. He had previously recorded a two hour presentation on soils for this group. The students were supposed to watch the presentation and ask questions. The students also were doing botany Q&A that night and Jim answered a few questions about trees.
- ◆ Jordan Herring (senior area forester), Jim McGlone and Kinner Ingram (urban and community forester) attended the Potomac Watershed Roundtable quarterly virtual meeting. The topics were an update on WIP III and Failing Coastal Septic Systems. One of the WIP III updates mentioned the My Tree Counts app.

News Clips

- ◆ [Wood Products Manufacturer Announces Virginia Facility, Creates 73 New Jobs](#)
- ◆ [Study Finds Bark Beetles And Wildfires Alter Forest Structure](#)